

**CITY OF STAMFORD**  
**Drug-Free Workplace Policy**

The City of Stamford recognizes that abuse of drugs and other controlled substances is a national problem. Further, the City of Stamford is committed to providing a drug-free workplace for its employees. The City is equally committed to providing rehabilitation for those employees addicted to the use of illegal drugs.

The City of Stamford will not tolerate the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance at any of its work locations or during the employee's working hours. Such an offense is criminal and will result in termination of employment and referral to the proper legal authority.

All employees must agree to fully comply with the terms of this policy as a condition of employment. Further, all employees must notify the Director of Human Resources if they are convicted for a violation of a criminal drug statute occurring in the workplace or during the employee's working hours and must do so no more than five (5) calendar days after the conviction.

Failure to adhere to the conditions outlined above will result in disciplinary action, up to and including termination of employment.